At the fall 2018 HOD meeting, delegates engaged in dialogue to address the Mega Issue question: *Going into the Second Century, how do we design an engaged HOD to best support and advance the Academy’s Strategic Plan?* The House of Delegates (HOD) Evolution Designer Team was formed and utilized outputs from the fall HOD meeting and work of the HOD Culture Team to inform a set of recommendations that were presented at the spring 2019 HOD meeting. On May 6, 2019 the HOD conducted a dialogue session to:

1. Identify recommendations within the Evolution Designers Report which Delegates support based on Delegate and constituent input from the fall HOD meeting;
2. For recommendations for which there is not overall support, come to consensus around modifications.

Based on the dialogue at both the fall 2018 and May 6 meetings, a series of guiding principles were identified for the evolution of the HOD:

1. The HOD supports the Academy’s definition of Diversity and Inclusion.
2. The HOD composition should be primarily based on a goal of qualified membership with the needed skills to function effectively as a Delegate, with attention paid to inclusion of diverse perspectives to meet the needs of the Academy, its members, and the persons served.
3. Recommendations should support and align with the Academy’s Diversity Strategic Plan.
4. Design of the future HOD needs to be an evolutionary process that considers Culture, Structure and Process and the interplay between them.
5. A staged approach to implementing changes to the HOD will enable the HOD and BOD to evaluate the effectiveness of those changes and best determine potential refinements.
6. Outcomes achieved through the Academy’s Diversity Strategic Plan, new business processes implemented in the HOD, and enforcement of Delegate term limits will potentially positively impact both the diversity of the HOD membership and the inclusion of diverse perspectives.
7. The HOD has the fiduciary responsibility to consider the financial impact on the Academy and its organizational units of any proposed changes to its composition.

Therefore, be it resolved that the House of Delegates recommends to the Board of Directors:

1. *The HOD not make any changes in Delegates-at-Large (including adding any new Delegates) at this point in time.*
2. *Delegates and the HOD work with the Affiliates, Dietetic Practice Groups, and Academy Nominating Committees to use trainings developed by the Academy’s Affiliate/DPG/MIG Relations Team and Delegate Position Descriptions in the HOD Manual to put together a diverse slate of qualified candidates for Delegate positions on their respective ballots.*
3. *In 2022, the HOD evaluate the impact of the Academy’s Diversity Strategic Plan, new business processes implemented in the HOD, and enforcement of Delegate term limits on both the diversity of the HOD membership and the inclusion of diverse perspectives to determine the need*
to reexamine whether or not changes in the composition of the HOD are needed for it to best perform its role.

Originator: HOD Leadership Team

Approved May 30, 2019